



# County Administrator's Office

## Project Labor Agreement Policy Update

May 3, 2022

# Project Labor Agreement Ad Hoc

- **Project Labor Agreement:** Collective bargaining agreements negotiated for construction projects typically between the County as project owner and the local building trade unions.
- **Ad Hoc Goals:** Explore updates to the County's PLA policies to meet the following goals:
  - Increasing local job creation
  - Supporting training and internship opportunities in the building trades
  - Avoiding costly labor disruptions or work stoppages
  - Ensuring adequate health, welfare and retirement benefits for workers
  - Avoiding significant increases in County project costs
  - Supporting the County's commitment to achieving racial equity.



# Project Labor Agreement Ad Hoc

- Research from other Jurisdictions
- Equity Analysis
- Stakeholder Outreach:
  - ABC NorCal/Pacific Advocacy Group
  - Behler Construction Company
  - Coalition for Fair Employment in Construction
  - North Bay Building and Construction Trades Council
  - North Bay Jobs with Justice
  - North Bay Trades Introduction Program
  - Q&D Construction
  - Western Water



# Research of Other Jurisdictions

	Sonoma County	City of San Jose	Santa Clara Valley Water District	Santa Rosa City Schools	Alameda County	Santa Rosa Junior College
Date Approved	<b>1/28/2014</b>	3/28/2019	1/11/2022	Out for execution	9/22/2020	2017
Term	<b>No term, project specific</b>	3 years	?	?	10 years	Project Specific
Threshold	<b>&gt;\$10M</b>	>\$3M	>\$2M	no	>1M for most projects, >\$3M for Public Works projects	Project Specific
Project Specific or All Capital Projects	<b>All projects meeting threshold</b>	Project Specific if meeting threshold	All projects meeting threshold	Left to the discretion of the School District	All projects meeting threshold	Project Specific
Labor	<b>North Bay Building and Construction Trades Council</b>	Santa Clara and San Benito County Building Trades	Santa Clara and San Benito County Building Trades	Sonoma & Mendocino County Building Trades	Building Trades Council of Alameda County	Sonoma, Lake & Mendocino Counties Building and Construction Trades Council



# Key Policy Elements Considered

- Threshold amount
- Exempting emergency work
- Including Water Agency, Fairgrounds, Airport
- Certified payroll
- Core workforce



# Ad Hoc Recommendations for PLA Policy Updates

- Lowering PLA threshold to \$8M
- Exempting emergency and disaster response projects



# Recommended Actions

1. Accept the report of the Project Labor Agreement Policy Update Review Ad Hoc committee.
2. Adopt recommendation to lower the cost threshold in the County's Project Labor Agreement Policy to \$8M.
3. Adopt recommendation to exempt emergency and disaster response work from the Project Labor threshold requirement.

